

**LEGISLATIVE SERVICES AGENCY
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FISCAL IMPACT STATEMENT

LS 6278

BILL NUMBER: SB 33

NOTE PREPARED: Nov 26, 2008

BILL AMENDED:

SUBJECT: Equivalent Jobs and Wage Discrimination.

FIRST AUTHOR: Sen. Mrvan

FIRST SPONSOR:

BILL STATUS: As Introduced

FUNDS AFFECTED: X GENERAL
X DEDICATED
X FEDERAL

IMPACT: State & Local

Summary of Legislation: This bill provides that an employer may not discriminate against an employee on the basis of sex, race, or national origin by paying a wage less than the wage paid to an employee of another sex, race, or national origin for work in an equivalent job.

The bill requires an employer to keep certain records of wages paid to an employee and to provide certain documentation to the employee, including an annual statement of how the wages were calculated. It requires the Department of Labor to adopt rules, including specification of certain criteria for determining whether a job is dominated by employees of one sex, a particular race, or a particular national origin. The bill also allows an employee claiming wage discrimination to file a complaint with the Civil Rights Commission.

The bill authorizes a civil action against an employer that fails to comply with certain wage reporting requirements or that takes certain discriminatory actions. It provides for damages against the employer in certain circumstances. The bill makes conforming changes.

Effective Date: July 1, 2009.

Explanation of State Expenditures: *Department of Labor:* The Department of Labor is to adopt rules including specification of certain criteria for determining whether a job is dominated by employees of one sex, a particular race, or a particular national origin. The adoption of rules can be accomplished within the existing level of budget and resources.

Civil Rights Commission: Individuals with wage discrimination complaints can file a complaint with the Civil Rights Commission. The potential increase in the number of complaints to the Commission is unknown.

Other costs to the state would be as an employer and would probably be minor.

Explanation of State Revenues:

Explanation of Local Expenditures: Local costs would be as an employer.

Explanation of Local Revenues:

State Agencies Affected: All.

Local Agencies Affected: All.

Information Sources:

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